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UNCLAS SECTION 01 OF 02 DHAKA 003419

SIPDIS

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E.O.: 12958: N/A

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SUBJECT: NSDD38 - USAID STAFFING IN DHAKA, BANGLADESH

Ref: State 121976

1. The following provides a formal NSDD-38 proposal to change the size, composition, or mandate of full-time, permanent USG positions in Dhaka, Bangladesh. This is an action request. In accordance with the provisions of NSDD-38, USAID/Bangladesh seeks to create a Project Development Officer position for an International Development Intern (IDI) in the Program Office. USAID/Bangladesh requests approval under NSDD-38 for this new position. This will result in an increase in US Direct Hire staffing, but not an increase in total USAID Mission staffing.

2. The USAID program remains central to the bilateral relationship between the US Government and the Government of Bangladesh. Furthermore, the USAID/Bangladesh program overall remains one of the Agency's largest and most complex transformational development programs. However, the re-engineering process in the 1990s left the Mission with a small Program Office relative to other missions of comparable size and weakened Mission programming and project development capacity. To address this situation, the recent USAID Mission Management Assessment specifically recommended strengthening the Program Office by adding additional staff with expertise in this area. This need is of a long-term nature and will persist as more newly-recruited and less experienced staff are posted to the field.

3. As provided in paragraph 3e of the referenced cable USAID/Bangladesh has eighteen USDH positions with NSDD-38 approvals:

- 1. Mission Director
- 2. Deputy Mission Director
- 3. Legal Officer
- 4. Supervisory Program Officer
- 5. Project Development Officer
- 6. Food for Peace Officer
- 7. Supervisory Private Enterprise Officer
- 8. Supervisory Agriculture Development Officer
- 9. Supervisory Health/Population Development Officer
- 10. Supervisory Health/Population Development Officer
- 11. Controller
- 12. Supervisory Executive Officer
- 13. Supervisory Contracting Officer
- 14. Contracting Officer
- 15. Democracy Officer
- 16. General Development Officer
- 17. Deputy Executive Officer
- 18. Population/Health Development Officer - FSO 3; (New Position, NSDD-38 request submitted April 21, 2005, please see Dhaka 01865)
- 19. Project Development Officer - FSO 4 (New IDI position, NSDD-38 request submitted in this cable)

4. NSDD-38 Request questions: Post resource requirements to support this new position would be additive. The IDI Project Development Officer is NOT a resident in Bangladesh, but rather a US Direct Hire (USDH), full-time, permanent (FTP) position. The person will have a diplomatic passport with privileges and immunities. This Project Development Officer will report to the USAID/Supervisory Program Officer. Post responds below to NSDD-38 request questions set forth in paragraph 10 of the referenced cable.

5. A) The Project Development Officer IDI position is not listed in the most recent MPP, although this position will support a broad range of mission goals as identified in the MPP and was identified as a critical need in the recent USAID Mission Management Assessment.

¶6. B) Presently there are no other staff resources at post who are performing or could perform the function.

¶7. C) USAID/Bangladesh has determined that the function of the Project Development Officer cannot be adequately accomplished through the use of TDY, Foreign National, Contract, or other local hire personnel. The recent USAID Mission Management Assessment noted a dearth of staff skilled in project design and recommended strengthening the Mission's complement of project development professionals to better support the whole range of development programming in Bangladesh.

¶8. D) Post will provide administrative support as an ICASS member, as well as office space. The specific, one-time and recurring costs total USD \$365,445 over a two-year period, are outlined below.

-	Year 1	Year 2	Total
Post assignment	5,000	-	5,100
UAB, POV, Freight	15,000		15,000
Training	10,000	10,000	20,000
Rent	19,355	19,355	38,710
Utilities	6,019	6,019	12,038
Residential Security	6,000	6,097	12,097
Residential Furniture			
Appliance, and generator	95,000	-	95,000
R&R	3,750	3,750	7,500
Home leave/transfer to			
Washington		30,000	30,000
MEDIVAC/EVT	5,000	5,000	10,000
ICASS	60,000	60,000	120,000
TOTAL:	225,224	140,221	365,445

USAID/Bangladesh can commit these resources; telephone number 880-2 885-5500 x 2782.

¶9. E) Post management has determined that the current security program is sufficient for the addition of this single position. The position combined with existing Mission resources would enhance current Mission programming in all sectors. Post concludes that the benefit of this position outweighs the incremental security risks associated with additional staffing.

¶10. Timing: Post anticipates arrival of the USDH Project Development Officer o/a September, 2005.

¶11. The Charge d'Affaires concurs with USAID/Bangladesh's proposal to establish a U.S. Direct Hire Project Development Officer position in Dhaka.
CHAMMAS